

CALPIA Honors Outstanding Employees

A committee of CALPIA employees have honored four of their peers with Outstanding Employee Awards for their accomplishments in the last year. They include:

- **Supervisors Award: Melani Crutchfield;** Industries Superintendent II at the Sierra Conservation Center. In a presentation to the Prison Industry Board, Chuck Pattillo, general manager, noted that Crutchfield did an excellent job in responding to a major change in her work force at the facility that makes CalTrans vests. "In 2007, she had 140 inmates and lost them all," noted Pattillo, due to CDCR changes in the purpose of the conservation center. Even so, "she turned the business around in 18 months."
- **Employee Award: Carlos Talamantes;** MIS. "He's responsible for everything electronic that runs at CALPIA," noted Pattillo. "From pulling cable to setting up new account systems at each institution, he's the guy who ties the knot on all of it. The best part is that he was nominated by the peers in his office."
- **Field Employee Award: Ernest "Ernie" Romero,** a Warehouse Supervisor at Avenal State Prison and a CALPIA employee for 19 years. Romero developed a major recycling program at Avenal that aided the environment and cut costs.
- **Field Employee Award: Cesar E. Hernandez,** an Industrial Supervisor who has overseen CALPIA printing operations at Folsom State Prison for 19 years.

CALPIA Economic Impact Set at \$369.1 Million

The California Prison Industry Authority's sales of \$205 million a year multiplies to a \$369 million benefit to the California economy through its manufacturing and selling of products, as well as purchases of raw material and supplies from private companies in the state, according to a recent Economic Impact Report.

The report, conducted by the Center for Economic Development at the University of Nevada, Reno, also concludes that the CALPIA is responsible for 1,768 non-inmate jobs, most of which are with private vendors who sell raw materials and services to CALPIA and that it generates private household income of an additional \$98.2 million.

The report notes that CALPIA hires individuals who otherwise would not be part of the state's economy and concludes "in the absence of prison industries in California, many of the products now sold by CALPIA would be manufactured outside the state, representing a loss of material sales to the state's economy."

The report explains that most of the economic gain is the result of CALPIA's purchase of services and raw materials from retailers, who in turn add to their payrolls and buy more from other businesses as a result. Capital investments in new facilities and equipment and the payroll of its 740 employees also multiply through the economy.

The report concludes that, if CALPIA did not exist, California's economy would decline by an estimated \$238 million, household income would decline by \$75.7 million and 1,138 jobs would be lost.

From left to right, Melani Crutchfield, Carlos Talamantes, and Ernest "Ernie" Romero



Photo by Alan Barrett

A Year of Professionalism for CALPIA

In June, the Prison Industry Board (PIB) adopted the annual spending plan for Fiscal Year 2008/09. The \$207 million plan is the California Prison Industry Authority's (CALPIA) best estimate of revenue and expenses, based on our experience of last year and economic forecasts. Our recent success certainly justifies the targets that the Board set for next year.

Last year's revenue of \$210 million represents a 4.7 percent increase over the prior year, a significant accomplishment in tough economic times.

The biggest reason for this success is the professionalism of CALPIA's staff and our overall commitment to continuous improvement. Consolidating or improving product lines and quality customer service have increased sales. Closer attention to pricing kept pace with the cost of raw material.

Also, upgrading management systems has also added to that professionalism, so that CALPIA's products and management systems are in compliance and accredited to ISO 9000 standards, a symbol of industry-wide best practices. As a result, CALPIA joined the ranks of private companies such as BASF, one of the world's leading chemical companies, and Siemens, a worldwide leader in designing and manufacturing transportation systems from light rail to airports, that are recognized for their efficiency, quality and professionalism.

The ISO 9000 certification is a reminder and commitment that CALPIA must be competitive to succeed. In that regard, we are no different than other businesses. Our customers must be completely satisfied if we are to retain their business.

Our annual plan continues this course of success, including consoli-

dating or re-locating some business enterprises to make them more cost-effective and efficient.

Our ultimate accomplishment, of course, is measured beyond dollars, as inmates return to the community better prepared for life beyond prison. The success of CALPIA's Inmate Employability and Career Technical Education programs is

reflected in lower recidivism. Our ability to provide inmates with these programs and opportunities, however, is based on our ability to be financially successful.

As our customers benefit, so do our inmate workers and, ultimately, communities throughout California. We're looking forward to another productive year.



Photo by Alan Barrett

In recent months, CALPIA has graduated 77 men and women from its Career Technical Education Programs in carpentry and underwater welding and diving, at Folsom State Prison, the California Institution for Women and the California Institution for Men. In partnerships with trade unions and other professional groups, inmates are certified in a wide range of skills that lead apprenticeships or journeymen employment when they are paroled.

Prison Industry Board Adopts Annual Financial Plan

The Prison Industry Board has adopted a \$207 million spending plan for Fiscal Year 2008 /09, that represents its best projection of revenue, expenses and the cost of inmate labor.

In an effort to improve cost-efficiency, the plan also calls for temporarily deactivating one business enterprise and beginning a new one. Among those changes:

- Temporary de-activation of metal fabricating at Corcoran. In January, 2005, manufacturing of CALPIA's Century Systems office furniture was moved to two other facilities with high tech equipment while Corcoran was dedicated to other products

that were a better match for its equipment. Nonetheless, sales have been 17 percent lower than expected. As a result, the Board noted that the facility represents a \$2 million loss over three years and its inmate work force is nearly half of its capacity. The Board will consider re-activating the facility in FY 2010/11, when demand for its products is expected to increase because of jail and prison construction.

- Incorporated the "Folsom Project for the Visually Impaired," operated by CDCR at Folsom State Prison, as a new business enterprise. The program has been

transcribing textbooks and other written material, as well as music, into Braille since 1989. In recent year, it has expanded to include closed captioning for the deaf and hearing impaired and is now developing software to make Internet sites accessible under the Americans with Disabilities Act (ADA). CALPIA is currently constructing a facility to house the program, which is being moved within Folsom State Prison to make room for the Health Care Receiver. A net profit is expected in the second year of operation, after transition and start-up costs are absorbed.

Modular Building Program Gets Quality Certification

Construction of modular buildings is the most recent California Prison Industry Authority (CALPIA) enterprise to be certified as meeting a world-wide industrial standard for quality.

Certification to the ISO 9000 standard is an industry-wide stamp of approval, documenting the quality of the buildings manufactured by CALPIA as well as the business practices that support it, from accounting and marketing to inventory control of raw materials.

Companies such as Siemens, a world wide leader in designing and manufacturing transportation systems from light rail to airports, and chemical industry leader BASF, are among those who have received the ISO 9000 certification.

"The ISO certification documents that the modular buildings we make, as well as our business and manufacturing practices, meet the business world's highest levels of professionalism," explained Charles Pattillo, CALPIA general manager. "The ISO approval shows that our inmate labor force is as good as any in the marketplace and that CALPIA's business practices insure that our customers get quality and cost-effective service."

The certification is based on an independent audit from ABS Quality Evaluations of Houston, Tx., which reviewed each aspect of CALPIA's manufacturing pro-

cedures and business practices. The certification reflects the auditor's documentation that each step in the manufacturing process reinforces consistency so that the same level of quality product is produced over and over again.

The certification also documents that all of the business practices that support manufacturing, from inventory control of materials to accounting, marketing and sales, reflect the industry's best practices by including systems to identify and eliminate problems and develop constant improvements.

CALPIA's modular buildings are manufactured at Folsom Prison as part of the agency's Career Technical Education Program, in which inmates are trained in carpentry and other construction skills by journeymen craftsmen. Graduates are eligible for placement in apprenticeships when they are released on parole, as part of a formal agreement between CALPIA and the Northern California Carpenters Local 146.

Approximately 70,000 sq. ft. of buildings have been constructed or are planned by the end of the year, most of which have been purchased by the California Department of Corrections and Rehabilitation for use as counseling centers for drug and alcohol treatment programs. The buildings, which feature steel and concrete foundations, offer a

30 year lifespan, far longer than traditional modular buildings.

In addition to its modular building construction program, CALPIA has also received ISO 9000 certification for manufac-

ture of office furniture and for its career technical education program in ironworking.



"These guys have all the same skill as anybody else who comes to us looking for work."

Doyle Radford, Laborers Union 185

Photo by Alan Barrett

Inmate Hiring Emphasizes GED

In an effort to ensure that inmate workers are better prepared to succeed when they leave prison, a new CALPIA policy will require them to obtain a General Education Development (GED) certificate or a high school diploma within two years.

The policy also establishes hiring criteria for CALPIA inmate workers that requires them to possess a ninth grade education, with a minimum of two years left on their sentence. In addition, inmates who complete a CDCR education, vocational or addictions recovery program would receive priority in hiring decisions by CALPIA.

Combined, the changes put CALPIA policies in line with a case management approach to rehabilitation that is outlined in reform legislation, AB 900 and are intended to steer inmates toward counseling and education programs that enhance their employability while also making maximum use of skills training provided by CALPIA.

A recent California Legislative Analyst study documented that practical job skills training combined with counseling, was more effective in reducing repeat crime than counseling alone. In adopting the new policy, the Prison Industry Board also noted a recent study by the Washington State Department of Corrections that shows inmates who receive a GED or high school diploma are less likely to return to prison, compared with inmates with a lower level of education.

Recent studies have shown the rate at which CALPIA inmate graduates return to prison is approximately 25 percent lower than the general California prison population, saving taxpayers an estimated \$10 million per year when the costs of prosecution, custody and subsequent parole supervision are considered. In addition, it is estimated that CALPIA's vocational training saves an additional \$30 million, compared to the cost of traditional classroom training.

"It's not about putting people in a prison and then letting them sit around. We have to figure out how to get them out as quickly as possible with skills so they can connect, so they can make money on the outside, they can be proud of themselves, a sense of accomplishment. I think that this program is about that."

Governor Arnold Schwarzenegger, carpentry graduation, California Institution for Women.



Photo by Chris Strattan

New Assistant General Manager Named

Ms. Corrine Manley leads a list of new hires and promotions at CALPIA, named as Assistant General Manager of Administration on August 25. Manley will oversee all financial aspects of CALPIA, including accounting, budget, business services and management information systems.

Manley joined CALPIA from CDCR, where she has managed several

financial services operations for the past 14 years at the Board of Prison Terms and at CDCR, where most recently she served as Chief of the Business Management Branch.

In announcing the appointment, CALPIA General Manager Chuck Pattillo thanked Ben Wald, Chief of Accounting Services, "for his dedication and leadership during a challenging transition period" for his work as acting AGM until Manley's appointment.

Promotions:

Congratulations!

Carla Young	Chief, Marketing Services	Central Office
Gary Alarid	Staff Services Manager I	Central Office
Mary Anderson	Accounting Technician	Central Office
Pam Williams	Customer Service Manager	Central Office
Rick Koelwyn	Prison Industries Administrator	Avenal
Rose Schrembri	Administrative Assistant II	Central Office
Lu Ann Strandt	Staff Services Analyst	Central Office
Heidi Foster	Staff Services Manager II	Central Office
Lory Lavattiatia	Staff Services Analyst	Central Office
Felicidad Orpilla	Accounting Officer Specialist	Central Office
Linda Barrentine	Accounting I Specialist	Central Office
Megan Willis	Office Assistant	Central Office
George Sifuentes	Prison Industries Administrator	Central Office
Don Moore	Staff Services Manager I	Central Office
Wendell Hubbell	Systems Software Specialist	Central Office
Judy Lowder	Product Management. Specialist	Central Office
Tom Dunn	Food Packaging Superintendent	Corcoran
Robert Roehlk	Prison Industries Administrator	Corcoran
Cody Glenn	Utility Shop Supervisor	Folsom
Colin Martin	Prison Industries Manager	Folsom
April Anderson	Prison Industries Administrator	Mule Creek
Misael Torres	Industrial Superintendent	LAC
Julie Gilchrist	Industrial Superintendent	Mule Creek
Bill Gooley	Prison Industries Superintendent	Soledad

New Hires:

Welcome!

Diane Martinez	Office Technician	Avenal
Larry Haws	Industrial Superintendent	Avenal
Robin Herndon	Office Assistant	Ca. Mens Colony
Janice Martin	Office Assistant	PIB
Desiree Gonzales	Office Assistant	Corcoran
Bryan Coppin	Staff Services Analyst	Corcoran
Louis Kissane	Office Technician	Corcoran
Jay Lawrence	Industrial Superintendent	Folsom
Paul Osterlie, Jr.	Industrial Superintendent	Mule Creek
Joel Adame	Industrial Warehouse Spec.	Soledad
Martin Aguilar	Industrial Superintendent	Soldead
Ronald Glass	Industrial Superintendent	San Quentin
Robin LaRose	Industrial Superintendent	San Quentin
Deanne Sanchez	Office Assistant	VSPW